PROMOTING POSITIVE VALUE

4.1 Gamania family

4.2 Social inclusion

CHAPTER 4

EXPLORE THE
UNLIMITED POSSIBILITIES OF LIFE

4.1

GAMANIA FAMILY

4.1.1 Workforce structure

4.1.2 Talent recruitment and retention

4.1.3 Human resources development

4.1.4 Compensation and benefits

4.1.5 Friendly workplace

4.1.6 Healthy workplace

4.1.1 WORKFORCE STRUCTURE

GRI 2-7 GRI 405-1

Workforce structure

With the diversification of Gamania's investments, as of December 31, 2024, Gamania employed a total of 1,022 workers in Taiwan, including 982 full-time staff and 40 contract employees (primarily for specific projects or temporary support). Gamania employees are entitled to fair opportunities and do not discriminate against them based on gender, age, race, religion, disability, or other conditions. Contract staff are also members of the Group, and therefore enjoy various employee benefits without distinction based on their status.

	Male		Female		Total
	Number of people	Percentage	Number of people	Percentage	
Permanent contract	508	49.71%	474	46.38%	96.09%
Temporary contract (contractual employment)	15	1.47%	25	2.44%	3.91%
Age 30 and below	133	13.01%	170	16.63%	29.64%
Age 31-50	357	34.93%	318	31.12%	66.05%
Age 51 and above	33	3.23%	11	1.08%	4.31%
Physical or mental disability	5	0.49%	2	0.20%	0.69%
Taiwanese Nationality	518	50.68%	497	48.63%	99.31%
Indigenous people	0	0.00%	1	0.10%	0.10%
Foreigner	5	0.49%	1	0.10%	0.59%
Manager	103	10.08%	76	7.44%	17.52%
Research and development	109	10.67%	52	5.08%	15.75%
Management and distribution	311	30.43%	371	36.30%	66.73%
Managerial grade	103	10.08%	76	7.43%	17.51%
Entry-level grade	420	41.10%	423	41.39%	82.49%

Notes: ❶ This chart has been prepared based on statistics of employees in Taiwan.
❷ Managerial role refers to manager grade and above.
❸ Compared to the previous year, the total number of employees in 2024 remained relatively stable.

Average Age and Seniority by Gender

Male
Average age 37.17
Average years of service 5.25

Female
Average age 35.54
Average years of service 5.24

Total
Average age 36.38
Average years of service 5.25

Note: This chart has been prepared based on statistics of employees in Taiwan.

Employee Skill/Job Function by Gender and Nationality Ratio

Nationality	Taiwan		China		South Korea		Hong Kong		The Philippines		Malaysia	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Executive management	76.47%	23.53%	0	0	0	0	0	0	0	0	0	0
Non-executive management	54.94%	43.82%	0.62%	0	0.62%	0	0	0	0	0	0	0
Technicians	64.94%	33.92%	0	0	0	0	0.57%	0	0	0	0.57%	0
Other employees	50.11%	49.56%	0	0	0	0	0.11%	0	0.11%	0	0	0.11%

Notes: ❶ Executive management: Managers within two grades below the president, including the president and chief officers.
❷ Executive management: Managers within two grades below the president, including the president and chief officers.
❸ Technicians: IT personnel such as engineers.
❹ Other employees: Employees not classified as the categories above.
❺ The data of the table includes full-time, part-time, contracted and dispatched personnel.

Female Employee Composition

In 2024, Gamania Group continued to witness an increase in the proportion of female managers. The percentage of senior female managers increased from 22.22% to 23.53%. The percentage of junior female managers increased from 39.74% to 42.46%. This demonstrates the Group's commitment to fostering a more diverse and inclusive workplace.

Notes: ❶ In the statistics above, female senior managers refer to chief officers (within two grades below the president), while female entry-level managers and female for-profit department managers are of manager grade and above.
❷ For-profit departments refer to Gamania Taiwan, hidol, and other subsidiaries.

	2023	2024	Annual Change Rate
Female senior managers / Total senior managers	22.22%	23.53%	1.31%
Female entry-level managers / Total entry-level managers	39.74%	42.46%	2.72%
* Female for-profit department managers / Total for-profit department managers	36.28%	42.45%	6.17%

2024 Statistics on New Hires and Departures for Full-Time Employees

As of 2024, 346 Gamania employees have been with the Company for five years or more. Long-serving employees not only accumulate rich professional experience but also become crucial assets for knowledge transfer and cultural continuity within departments. Furthermore, a stable team structure significantly contributes to the accumulation and transfer of corporate knowledge.

Active new recruitment rate

For new recruits, Gamania organizes "beginner missions" and uses a series of activities including: experience sharing with seniors and simple tests to facilitate interactions among recruits to help them find colleagues that share similar interests and hobbies. familiarize with the group's philosophy, history, prospects. The new recruitment rate was 25.6% in 2024, and most of the new recruits were under the age of 30, for Gamania has created a work environment featuring the development of energetic creativity, ability and experience and thus attracted many outstanding young talents.

2024 new recruitment rate **25.6%**

Overview of new recruits	Male		Female	
	Number of people	New recruitment rate	Number of people	New recruitment rate
Age 30 and below	54	44.63%	73	47.10%
Age 31-50	64	18.08%	54	17.48%
Age 51 and above	5	15.15%	1	10.00%
Subtotal	123	24.21%	128	27.00%

Note: New recruitment rate = number of new recruits in the age group ÷ total number of employees in the age group, and the total number of employees are those still in service on December 31, 2024.

Healthy turnover rate

The digital technology industry has always maintained a certain level of turnover rate. The years of service of Gamania's employees are 5.25 years on average. The total turnover rate in 2024 was 23.12%, and it's slightly below the industry average. Gamania conducts exit interviews with departing employees as we believe that listening to employees' voices will help improve existing problems and take handling measures, which further enables the establishment of a more friendly workplace in an environment where turnover is a significant challenge.

The years of service of Gamania's employees **5.25 years**

total turnover rate in 2024 **23.12%**

Overview of resignations	Male			Female		
	Number of people	Voluntary Turnover Rate	Overall Turnover Rate	Number of people	Voluntary Turnover Rate	Overall Turnover Rate
Age 30 and below	32	23.14%	26.45%	44	25.81%	28.39%
Age 31-50	76	17.80%	21.47%	68	19.42%	22.01%
Age 51 and above	4	12.12%	12.12%	3	20.00%	30.00%
Subtotal	112	18.70%	22.05%	115	21.52%	24.26%

Note: Turnover Rate = number of resigned employees in the age group ÷ total number of employees in the age group, and the total number of employees are those still in service on December 31, 2024.

4.1.2 TALENT RECRUITMENT AND RETENTION

Talent recruitment strategy

Facing the mobile technology wave, Gamania is actively transforming to rapidly launch online services that meet market and consumers' demands. To achieve this, the Company continuously strengthens its employer brand through various channels: job search platforms, social media, recruitment events, and internal employee referrals. This approach aims to attract talent from six major areas: digital games, news media, Gamania Original, lifestyle, enterprise services, and AI innovation.

With Gamania's attention to the DEI trend in recent years, the Group's Human Resources Office actively collects relevant indicators to provide a workplace where employees develop high sense of identity. With Generation P entering the workforce, there is an increased emphasis on the meaning and autonomy of work. These diverse perspectives prompt Gamania to continuously innovate its management systems, taking a "Dare to Challenge" approach to offer industry-leading benefits and protect outstanding talents in all aspects.

Talent Recruitment Activities

Gamania Group continued to attract top talent through diverse recruitment channels in 2024 to meet its rapid development needs. Gamania's recruitment strategy encompasses the following key aspects:

Expanding recruitment channels

In addition to existing job platforms, campus recruitment, social media, and internal referrals, Gamania actively expands internship collaborations with universities and colleges, to offer internship opportunities to attract potential new talent. The Company also holds more online and offline recruitment events, such as online briefings and quick interviews, to increase interaction opportunities with job seekers.

Strengthening employer brand image

Gamania publishes more information on social media about its corporate culture, benefits, and employee development opportunities, and shares success stories to attract more talent who align with Gamania's values.

Promoting internal transfer system

Gamania has "Regulations for Job Rotation" that encourages employees to find suitable positions within the Group to provide opportunities for internal transfers. This allows talented individuals to excel in different fields, while increasing their sense of belonging and loyalty. In 2024, the internal employee vacancy fill rate was 15.63%, indicating strong employee recognition of the Group and effective use of flexible internal channels to optimize human capital utilization and reduce external recruitment costs.

Continuing to focus on DEI trends

Gamania will continue to focus on DEI trends, such as expanding diverse recruitment platforms. Besides traditional recruiting websites, the Company considers collaborating with diverse student clubs at universities and disability welfare organizations. Additionally, the employee referral program encourages employees to recommend candidates from diverse backgrounds, and the referral process is transparent to ensure fairness in recruitment and help build a diverse team.

4.1.3 HUMAN RESOURCES DEVELOPMENT

Gamanian Development Program

The "Gamanian Development Program" provides training related to the professional fields of Gamania employees, helping accumulate various market knowledge through six major dimensions so that the talents can remain competitive in the trending industry.We have a comprehensive learning environment and a complete training blueprint, and plans diversified training for employees of various job levels, including training courses, lectures, symposiums (“Gamania Podium” and "Gamania Insiders"), which are supplemented with digital learning (Gamania resources) for training.

Putting more and more attention to sustainable development, Gamania has incorporated ESG issues such as ethical corporate management, information security management, and environmental management (including water resources, waste, energy conservation and carbon reduction) into the education and training, so as to have the employees improve their professional abilities while understanding and agreeing with Gamania's ESG philosophy and mission. In addition, employees are subsidized to participate in external professional courses. More than NT$5.1 million was invested in training in 2024, with an average of NT$4,059 per employee. A total of 269 training courses were held, with a total of 9,120 participants, a total of 12,012.5 training hours, and an average of 9.54 training hours per employee.

NT$5.106 million
Investment amount

9,120 people
Number of trainee

269 courses
Number of courses

9.54 hours
Average training hours per person

12,012.5 hours
Total training hours

Comprehensive talent training program

	Orientation	Gamania Talents Learning	General knowledge seminar	Specialized training	Gamania Resources Online
Senior managers Mid-level managers Entry-level managers	Notes for new recruits/newly promoted managers	Training courses arranged by level: ✦ Management courses for senior/mid-level/entry-level managers ✦ Courses on execution, work management, time management and project management for general employees Courses including but not limited to the above examples	1 Gamania Podium (Speech) 2 Gamania Sharing	1 Unit training requirements 2 Employee external training needs	1 Self-produced online courses 2 Authorized online courses 3 Open courses
General employees					
New recruits	Notes to new recruits Beginner missions Workplace legal issues				

Education and training overview

		2021	2022	2023	2024
Total training hours (hour)	Managerial grade	2,459	3,329	2,880	2,819
	Entry-level grade	11,065	13,362	10,354	9,193
	Total	13,524	16,691	13,234	12,012
Training hours per person (hour/person)	Managerial grade	15	20	17	16
	Entry-level grade	12	16	12	9

Note: Average training hours per person are calculated as total training hours divided by the total number of employees employed as of December 31, 2024.

Professionalism development plan

Training courses for newly hired/promoted managers

These courses were arranged to help new managers become more familiar with the of job functions and management expertise required, and to make them more competent for their managerial positions. Accordingly, we not only directly enabled them to pick up leadership skills and remove the stress of incompetence, but also indirectly retained talents, reducing the recruitment costs and turnover rate through more effective utilization of human capital. In 2024, two courses on interview skills for accurate recruitment and on performance management interviews were arranged; each course had two sessions, with a total of 99 participants and participation rate reaching 7.8% of all employees.

External training courses

In order to make up for the lack of internal resources and stay on top of the competitiveness of employees, Gamania supported the learning of specific expertise through external training courses. Additionally 115 of Gamania CloudForce's employees participated in specialized courses to enhance their professional skills, with certifications obtained, such as EC-Council Certified Ethical Hacker (CEH) and EC-Council Certified Penetration Testing Professional (CPENT) in 2024.

TALENT, in Taiwan

To Gamania Group, the sustainability of talents has always been a critical development goal. To foster a more diverse, equitable, and inclusive workplace and acknowledge the global corporate emphasis on talent social responsibility, Gamania Group has once again joined the "TALENT, in Taiwan: Talent Sustainability Action Alliance".

Gamania commits to:

- **Providing industry-competitive compensation and benefits.**
- **Fostering a harmonious and open communication culture.**
- **Promoting a fair and objective performance management system and diverse employment opportunities.**
- **Utilizing digital tools to streamline processes, while enhancing efficiency and experience.**
- **Expanding learning resources and career development support, to empower Gamania's employees to continuously grow and embrace challenges.**

Gamania will continue to actively support and collaborate with “CommonWealth Learning”, “Cheers” (magazine), the Talent Sustainability Channel, and over 400+ alliance partners to advance this initiative, aiming to build a hopeful future for talent development and create a better tomorrow for every professional.

Join the Gamania Family

4.1.4 COMPENSATION AND BENEFITS

Compensation system

We monitor industry salary trends and considers employees' basic living expenses (such as food, housing, clothing, and transportation) and make appropriate adjustments to ensure that our compensation packages are competitive to retain talents. The average salary for entry-level positions is 1.46 times the statutory minimum wage. Gamania subscribes to basic Labor Insurance and National Health Insurance coverage as required by laws. The Company also arranges employee group insurance to provide coverages including: term life, accident, work-related accident, accident treatment, hospitalization, cancer protection, and occupational hazard. Employees' dependents, too, may subscribe to group insurance at additional premiums for accident, accident treatment, and hospitalization coverage. The Company's pension system is executed according to the "Labor Pension Act." Please refer to P.69-70 of the annual report for details.

2024 Non-Managerial Compensation Information:

Unit: NTD thousand

Item	2024
Gross salary per full-time, non-managerial employee (A)	653,169
No. of full-time, non-managerial employees (B)	805
"Mean salary" for full-time, non-managerial employees (A/B)	811
"Median salary" for full-time, non-managerial employees	771

Note: The basic monthly wage in Taiwan as of January 1, 2024, is NT$27,470.

Performance management

To embody the core spirit of "Dare to Challenge," Gamania has developed a performance system tailored to the fast-changing nature of the internet industry. This system is integrated into a performance evaluation system, with employee career development planning and performance evaluations conducted at least once a year. Gamania adopts a goal management approach. At the beginning of each year, every employee sets one to three goals related to financial and task indicators based on their job nature and level. Weights are assigned to each goal, serving as a basis for performance evaluation. To encourage employees to adapt to environmental changes, individuals or teams can add extra goals or raise standards for existing projects, such as setting bonus challenges. Diverse performance management methods, including 360-degree performance evaluations and agile dialogues, are also used depending on project nature. These practices aim to reflect goal achievement in different professional fields and motivate employees to perform at their best.

Performance evaluation

Evaluation type	Applicable to	Frequency	Implementation method
Management by Objectives	All employees	Once a year	1 First, we initiate the performance review form, where employees document their annual achievements, with both met and unmet goals noted. 2 Next, employees will have a one-on-one discussion with their supervisors regarding the form, focusing on reaching a consensus and discussing their annual achievements. 3 Finally, once the annual performance results are confirmed, supervisors provide feedback on the employees' self-evaluation. After submission, both supervisors and employees can simultaneously review the completed annual performance review form.
Multi-Dimensional Evaluation	Selected managers	Once every six months	1 Selected managers complete a self-evaluation and the managers' own supervisors designate lists of peers from the same department, peers from other departments, and subordinates. 2 Next, questionnaire scores are collected from each group (peers from the same department, peers from other departments, and subordinates) regarding the managers' demonstrated behavior against key leadership competencies. 3 Finally, scores for each competency and from each evaluating group are generated and compared against the managers' self-evaluation results. 4 The overall results are explained to and discussed with the selected managers.
Agile Performance Evaluation	Some teams	Weekly	1 Product Managers (PMs) outline development progress and goals and communicate overall status with engineers. 2 Weekly reviews cover current week's achievements and the next two weeks' development progress and expected accomplishments. 3 If progress consistently falls behind, it triggers a personal performance improvement plan. 4 Weekly review results are factored into annual performance evaluations.

Reward system

POINT 1 Strategic reward

The reward mainly targets unit heads and their key subordinates (managers and staff), and is granted based on long-term investments, plans, growth, results, and overall performance of each unit in the current year.

POINT 2 Tactical reward

The reward targets Gamania employees who are committed to executing line managers' instructions, tactics, performance goals, or critical assignments, and is paid based on the reward policy of each unit.

POINT 3 Special reward

Line managers may apply for special rewards to reward teams or individuals for special contributions or performances that are not compensated by the existing reward system.

POINT 4 Ad-hoc reward: Gama Medals

Line managers may apply for small rewards as recognition for employees' outstanding performance, and thereby encourage employees to grow with the Company. A total of 206 ad-hoc rewards were granted in 2024; each winning employee was given a special Gama Medal and NT$100 of Gama Island meal voucher. Each quarter, outstanding employees are invited to the High Party to exchange opinions and enjoy with the CEO.

POINT 5 GAMA STAR

The GAMA STAR candidate is nominated by the COO of the respective unit/subsidiary; the candidates undergo a preliminary review by division heads, and the final winner is voted among unit heads. A total of 7 employees were nominated for GAMA STAR in 2024, and all of whom received special invitations from the CEO and unit heads to participate in the Super High Party, where they enjoyed a memorable night of respect and honors. After the final selection by the heads of the group headquarters and subsidiaries, three employees won the GAMA STAR trophy along with NT$30,000 cash and special identification badges made exclusively for GAMA STARs.

Gamania Benefits

Welfare planning

Gamania strives to create a warm and vibrant family environment as we recognize that every team member is its most valuable asset. Beyond competitive salaries, the Company thoughtfully plans a variety of considerate benefits to help employees care for themselves and their families while at work. All regular employees of Gamania are entitled to flexible working hours, working from home, online game point purchasing, group insurance, free motorcycle parking spaces, company branded merchandises, annual health checks, employee restaurants (with free daily consumption points), gyms (free for 24 hours), nursing facilities, and free psychological counseling services for employees (psychological/ financial/medical/legal counseling); special discounted psychological counseling services are available to employees' relatives within the third degree of kinship (inclusive), and employees' children may attend the Company's affiliated kindergarten and enjoy partial subsidies. Gamania provides multiple types of leaves, such as unlimited spontaneous leave, 3 days of paid employee travel leave, paid birthday leave, 8 days of paid pregnancy test leave and 10 weeks of maternity leave for female employees, and 13 days of paid pregnancy test leave and paternity leave for male employees for their partners' pregnancy tests or delivery (better than the statutory requirement of 7 days). The Company also offer multiple subsidies such as departmental dining subsidies, employee travel subsidies, employee club subsidies, bonuses for 3 major festivals and birthday, marriage subsidies, funeral subsidies, hospitalization consolation subsidies, maternity subsidies, emergency assistance funds, home cleaning subsidies, etc. Gamania's benefits system and work environment are human-centered. The Company believes that work is not just work; instead, it is a part of life. Thus, we strive to create a secure and happy work environment where every team member feels a sense of belonging, grows together, realizes their dreams, and achieves work-life balance.

Long-term benefit plan

In addition to establishing the "Employee Retirement Regulations" in accordance with the Labor Standards Act and the Labor Pension Act, Gamania has also formulated the "Employee Stock Ownership Trust Implementation Regulations" to support employees to have long-term savings and accumulate wealth for a stable future life, and to enable employees to hold the Company's shares, enjoy the results of corporate operations together, and thereby have greater sense of participation in the Company. Employees can form an employee stock ownership association. Those who have served for at least one year can freely apply to join. Each member agrees to contribute a certain amount of salary each month; the Association will entrust such amount, along with the subsidiary incentives provided by the Company, to the Trust Department of CTBC Bank to manage and purchase the Company's shares on a monthly basis, and return the shares to the employees when relevant conditions are met. As of 2024, 417 employees of the Group applied for the membership of the association.

Gama Garden

Driven by the commitment to provide job and family security, Gamania became the first company in Taipei which set up its own kindergarten, showcasing a new height of corporate welfare. Group CEO said: "We hope to make Gama Garden so great that talents come to work for Gamania in order to have their children go to Gama Garden."

With "Love to play" as the core spirit, Gama Garden is a learning environment of challenge, adventure, and joy, in the hope that each child may develop his/her distinctive characteristics, and learn and grow in the adaptive environment. The concept of space design is "Follow the Child". It has won the Public Space Award at the Taiwan Interior Design Award in 2019. In 2024, Gama Garden was honored with the "Parenting Friendly Enterprise Award" by the Taipei City Department of Labor. This proves that the Group's employees can truly achieve the ideal of joyful work and peaceful living here at Gamania.

Gamania Perspective—
About Gama Garden

Leave types more favorable than legal requirements in 2024

Paid pregnancy test leave & paternity leave

If an employee's partner is pregnant, the employee is entitled to **13 days of paid pregnancy test leave and paternity leave** during the period of pregnancy and childbirth of his partner.

Maternity leave

We actively promoted **the mother and child protection plan**, taking the lead in the industry to **extend maternity leave from 8 weeks to 10 weeks**.

Equality leave

Gamania values gender equality and human rights and respects the LGBTQ+ community. It introduced equality leave, **where partners in same-sex marriage are entitled to 8 days of wedding leave and paternity leave**, and Gamania was the first among listed companies in Taiwan to implement the idea.

Grand tour leave

Gamania encourages and promotes "grand tour leave". Employees who submit and receive approval for an adventure plan can take unlimited paid leave. **This fosters a spirit of self-challenge and enhances work efficiency**. In 2024, two employees took this leave.

Public welfare leave

Gamania encouraged employees to engage in **public welfare** by participating in charitable activities that the Group recognized and supported. Those without concerns of time and work progress may apply for this kind of leave.

Spontaneous leave

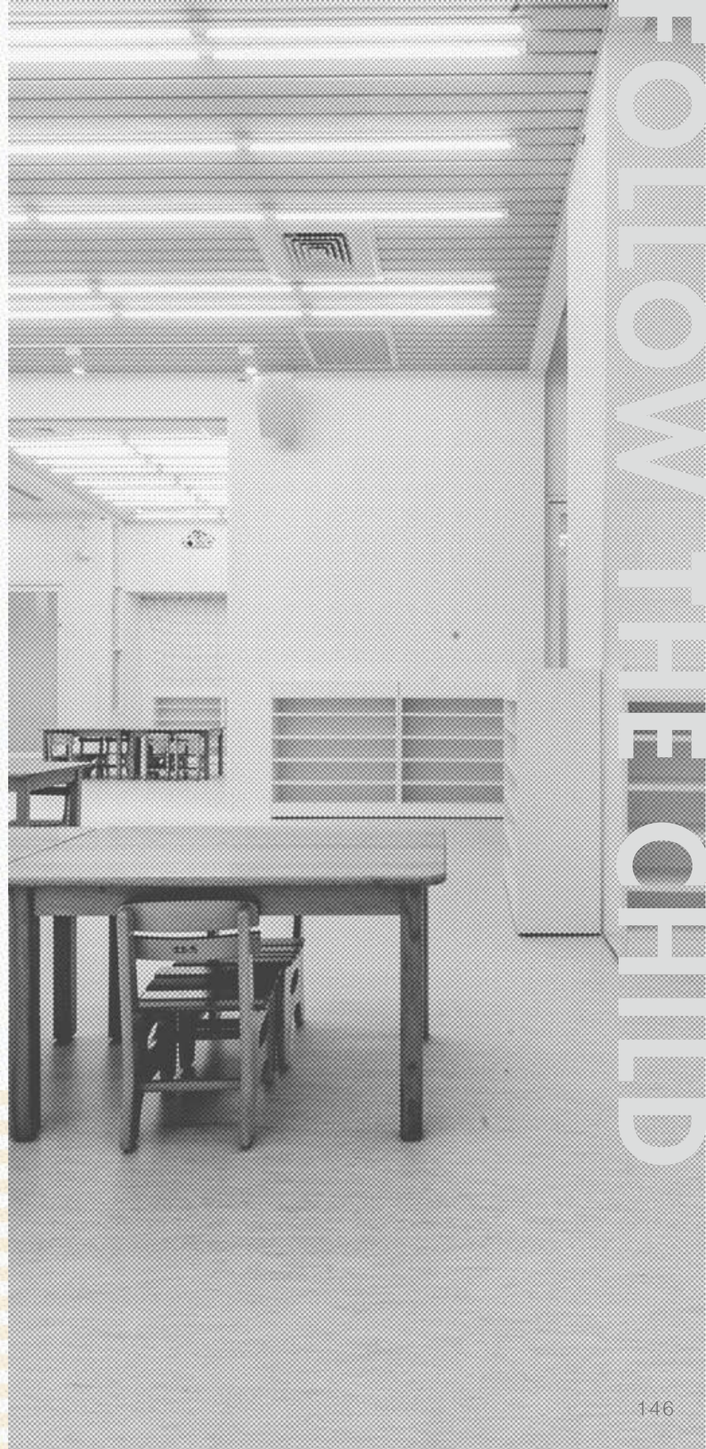
Gamania implements a unique “spontaneous leave”, which entitles employees to take unlimited days of paid leave after they have used up their annual leaves. The spontaneous leave does not require line manager's approval on a leave-by-leave basis, and has been introduced to **promote self-management and encourage improvements to work efficiency**.

In 2024, the number of leaves was 38 person-times, with a cumulative time of 542 hours.

Employee travel leave

Gamania encourages employees to seek work-life balance, and grants each employee **a travel leave of 3 days and travel subsidies up to NT$10,000 based on seniority**.

In 2024, a total of 900 people applied for the leave.



2024 Gamania Employee benefits the items

Transportation subsidy
A fixed monthly allowance to help cover commuting costs for shuttle services.

Lunch/Meal subsidy
Meal allowances, an employee cafeteria, or discounts with partner vendors provided.

Health check-up subsidy
Subsidies for regular health check-ups, or options for more advanced health screening plans.

Childcare subsidy
Allowances for infant care and childcare services.

Employee travel subsidy
Domestic and international travel subsidies, or partially-subsidized group tours.

Holiday cash gifts/gifts
Cash gifts or gift sets provided during major festivals like Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year.

Employee care subsidy
Benefits, such as psychological counseling and legal consultation services.

Wedding, funeral, and bereavement subsidies
Cash gifts or condolence payments provided for events, such as weddings, births, and funerals.

Unpaid parental leave and reinstatement statistics

Overview of unpaid parental leave - 2024	Male	Female	Total
No. of employees applying for unpaid parental leave	2	13	15
No. of employees expected to be reinstated in 2024 (a)	3	13	16
No. of employees actually reinstated in 2024 (b)	1	13	14
Reinstatement rate (b/a)	33.33%	100.00%	87.50%
No. of employees actually reinstated in 2023 (c)	3	9	12
No. of employees reinstated from unpaid parental leave in 2023 and having worked for more than one year since then (d)	2	9	11
Retention rate (d/c)	66.67%	100.00%	91.67%

Note: All employees of the company are entitled to parental leave in accordance with the law.

4.1.5 FRIENDLY WORKPLACE

GRI 402-1

Gamania cares about the quality of life of employees in various systems. Striving for the highest goal of employees' happiness in their work and living, we continue to promote various measures so that employees can perform their duties in a workplace where they can feel confident and supported. In 2024, there were no complaints of sexual harassment or violations of regulations regarding labor and human rights. Aside from an employee cafeteria (Gama Island) and a kindergarten (Gama Garden), we have also set up braille slates and pedestrian ramps in the headquarters building, increasing employees' well— being through friendly and accessible facilities. Various large-scale events are held every year as well, such as the Mid-Autumn Festival party, the Gamania Family Day, the Pet Day, the Gamania Festival, the Christmas Market, etc. for greater cohesion among employees.

Gamania values both the frequency and quality of communication between employers and employees a lot, and implements innovative and diverse channels to promote effective two-way communication, so that the company may learn employees' thoughts and needs in the shortest time possible and convey Gamania's business philosophy and strategies to greater effect. If there are any changes that could seriously affect the rights and interests of employees, we will notify them right after the announcement of related material information within the notice period specified in the Labor Standards Act, and help employees make timely response with a friendly adaptation period.

Employee communication

Gamania has not yet established a labor union or entered into a collective agreement; however, we highly value our employees' freedom and right to express their opinions. We are devoted to fully understanding our employees' needs and expectations for the workplace, and ensure the freedom to make suggestions, requests or questions confidentially without the need to worry about retaliation. Our open communication platforms allow the management unit to rapidly gather and respond to opinions and thereby create a more harmonious and efficient work environment. For details, please refer to the section of whistleblowing and communication channels under "1.3.2 Ethical corporate management."

Gamania Express M - Fully Anonymous Communication Channel

In addition to the quarterly Gamania Town Hall, Gamania has made good use of its own network technology services to create an anonymous communication channel that allows employees to communicate with the Company at any time and anywhere; relevant responsible units are in place to immediately handle any matters communicated, reflecting high efficiency and workplace friendliness. The ratio of employees using Gamania Express M was nearly 100%, with a total of 322 handled cases regarding the management aspect in 2024.

Gamania Town Hall— Company-Wide Town Halls

Gamania Town Hall is a quarterly gathering between the management and employees; reputable speakers are invited to share interesting topics and open up Gamania employees' visions to trends of the world. Gamania Town Hall serves as an important communication channel. All employees can submit anonymous questions or suggestions (even those not attending can submit through colleagues or employee representatives). The Group’s CEO answers all questions directly and listens to employees’ voices to foster immediate two-way communication, thus enhancing interaction quality and labor-management relations. In 2024, 52 employee questions were addressed.

Highlights from the 2024 Gamania Town Hall

Q1 The ESG Wave is Here: We are All on an Ongoing Sustainability Journey

Speaker Yi-Hsi, Hsiung, Head of CWS

What is ESG? Why is it important? How do both companies and individuals take the first step toward ESG? We invited industry expert, Yi-Hsi, Hsiung, Head of CWS, to share the most practical and relevant ESG information with Gamania's employees. The goal is to help everyone transform from ESG beginners into ESG experts, thereby supporting our "Company-wide ESG" literacy improvement initiative.

Q2 Relieve Stress, Save Lives

Speaker Tzu-Chien Kuo, Taiwan's Top Impressionist Comedian

Tzu-Chien Kuo, known for imitating over 500 characters in his career, shared how he channeled his accumulated performance energy into emotionally resonant stories in dramas, to inspire laughter and give people strength to move forward.

Q3 Break Out of Your Comfort Zone, Challenge Your Limits, Do What You Want to Do

Speaker Yung-Sheng Huang from Gamania Group's Original Creation Center, Dr. Jiun-Chang Lee, Ultramarathon Runner

Yung-Sheng Huang, the first of Gamania Group's employees to be approved for the grand tour leave, shared his inspiring journey of hiking the Southern California section of the Pacific Crest Trail. Dr. Jiun-Chang Lee, known as the "Ultramarathon Doctor" in Taiwan's running community and a two-time participant in the Gamania Coast-to-Peak Ultramarathon, shared how taking up marathons for health reasons transformed his life with each race.

Q4 Protect Our Planet – Focus on the World with Meng-Lan Shu

Speaker Meng-Lan Shu, Golden Bell Award Winner, Host of "Focus on the World"

Meng-Lan Shu, a Golden Bell Award-winning host who has traveled to seven continents and 58 countries, shared her experiences and observations from hosting "Focus on the World." She conveyed the program's message: "Only by understanding do we care, and only by caring can we truly make a change."

Human Rights Policy and Management

GRI 2-23 GRI 2-24 GRI 2-30 GRI 406-1

Gamania Group is committed to safeguarding the fundamental human rights of all employees and stakeholders. We have developed a human rights policy with reference to internationally recognized human rights standards such as the "Universal Declaration of Human Rights" and "UN Global Compact," demonstrating our commitment to respecting and protecting human rights and treating all employees and stakeholders (including customers, suppliers, shareholders, and partners) fairly. In 2024, Gamania updated its Group Human Rights Policy by expanding its scope and specifically committing to providing a safe and healthy work environment, an inclusive and respectful atmosphere, and equal pay for equal work, and offering human rights education.

To strengthen human rights risk management and policy implementation, Gamania Group has implemented a human rights due diligence management project to identify and assess potential human rights risks. The Group has also formulated nine key human rights-related management policies, covering crucial issues, such as human rights policy, misuse of child labor, anti-forced labor, whistleblower protection, and anti-retaliation management. Through institutionalized management and education and training, Gamania continuously enhances human rights awareness. In 2024, there were no major human rights incidents(include Discrimination events) reported, indicating that Gamania's efforts in safeguarding human rights and promoting fair treatment have achieved initial effectiveness.

Human rights due diligence

Gamania conducts human rights due diligence every two years, and we have established a human rights management framework in accordance with the OECD Guidelines and integrated the system into our daily work. Meanwhile, risk assessment tools and regular reviews have been applied to continuously improve labor human rights. The latest round of investigations has been completed this year, and related management measures have been strengthened accordingly.

STEP 01

Integration of responsible business behaviors into policies and management systems

Nine management regulations have been formulated to explicitly integrate human rights management issues into the Company's Personnel Management Regulations.

STEP 02

Identification and assessment of the actual and potential adverse effects on corporate operations, products or services

Actual and potential human rights risks (including common international human rights issues) related to the Company's activities and operations are identified. We determine various risk issues concerning human rights faced by the Company, and assess the risk level of each issue based on the severity and probability thereof, in order to address the event with the highest risk level first.

STEP 03

Stopping, prevention and mitigation of the adverse effects

Based on a variety of complaint mechanisms and corrective/preventive measures, we investigate negative incidents concerning human rights (if any), and accept feedback from different stakeholders for continuous improvement.

STEP 04

Tracking of the implementation status and results

Through regular review measures by internal personnel, the operational effectiveness, suitability, adequacy, and effectiveness of various management measures are reviewed. Necessary improvement measures are taken according to the results of the management review reports, with the effectiveness and completion status thereof tracked in a constant manner.

STEP 05

Communication on how to eliminate the effects

The progress of the Company's human rights management measures are continuously communicated via internal education and training and external diverse communication channels.

STEP 06

Cooperation to implement remedies

Specific management objectives are set, and corresponding risk mitigation and remediation strategies are developed. At the same time, we assess whether the Company's management systems, processes and methods are consistent with the management objectives regarding human rights issues, and make adjustments for deficiencies, if any.

Process of human rights due diligence

With a view to assessing Gamania's risks and potential impacts in terms of human rights, we adopted a dedicated human rights investigation and assessment tool and formed a Human Rights Project Team in 2024 to identify key risks in the workplace and supply chain and to conduct regular human rights due diligence. Accordingly, mitigation or remediation measures will be adopted upon discovery of any high human rights risks, potential problems, or violations of regulations during the risk assessment process. Through this process, we have managed to assess and identify human rights risks, potential impacts, or non-compliance incidents, and evaluate the effectiveness of human rights governance measures. The results will be used to regularly review and update various human rights management measures under the human resource management regulations, so as to improve the Company's human rights performance unceasingly. In 2024, the Company assessed a total of 27 human rights risk issues; the categories included free choice of employment, youth labor, working hour management, remuneration and welfare, humane treatment, anti-discrimination and harassment, freedom of association, privacy, and occupational safety and health. No issues were of high risk level, 4 issues were of medium risk level, and 23 issues were of low risk level.

- 0 high risk level
- 4 medium risk level
- 23 low risk level

Major human rights issues and remedial measures

Three-step human rights due diligence process

Gamania executes its human rights due diligence through a systematic three-step process: from risk identification to assessment and grading, and then to improvement actions, to ensure that human rights issues are effectively identified, assessed, and addressed.

STEP 01 Identification of human rights risk events

STEP 02 Risk assessment a nd classification

STEP 03 Improvement actions for high risk events

Human rights risk scenarios & corresponding improvement measures

Gamania identifies potential human rights risk scenarios within its actual operations across areas, such as work management, humane treatment, young workers, and freedom of choice of employment. The Company then proposes improvement actions to strengthen its overall human rights protection mechanism.

Free choice of employment

Transfer of employees without their consent to cope with manpower deployment changes, resulting in an increase in the turnover rate.

1. Holding a transfer meeting within the notice period.
2. Providing diversified whistleblowing systems for making complaints.
3. Offering guidance in interviews with departing employees.
4. Devising timely incentives and supporting mechanisms.
5. Increasing the full-time manpower.
6. Requiring supplier management declaration and review.

Humane treatment

Managers or colleagues adopting a negative tone of voice, speaking impolitely or emotionally out of control.

1. Promoting the course on unlawful infringement in the workplace.
2. Providing diversified whistleblowing systems for making complaints.
3. Having the HR unit conduct an investigation to see whether the guidance or punishment.
4. Arranging for more emotional intelligence training courses.
5. Requiring supplier management declaration and review.

Work management

Increase in working hours due to game revisions or special projects.

1. Increasing advance communication.
2. Confirming the reason and allocating more manpower.
3. Monitoring working hours, ensuring reasonable overtime pay, or facilitating compensatory leave requests.
4. Introducing a system-based warning mechanism.
5. Requiring supplier management declaration and review.

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Human rights issues and management plans

Issue	Parties concerned	Management plan
Prohibition of forced labor	All employees Suppliers Contractors	✦ We never use violence, coercion, detention, or other illegal means to force workers to engage in labor. ✦ We do not withhold identity documents or other personal property of employees; the legal rights of employees are ensured.
Prohibition of child labor	Child labor	✦ We hire job applicants that meet the minimum age standard of local regulations. ✦ Child labor protection and rescue measures are in place.
Elimination of unlawful discrimination	All employees Female employees Foreign Employees	✦ For all labor rights matters, all employees are treated equally; none of them experience unlawful discrimination on the grounds of race, class, language, thinking, religion, political affiliation, place of origin, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical and mental disabilities, constellation, blood type and other factors.
Diversity, inclusion and equal opportunities	All employees	✦ We are committed to creating a diverse and inclusive workplace that embraces people with different backgrounds and respects and preserves everyone's differences. ✦ We ensure that every member is treated fairly and with respect, and enjoys fair learning resources, fair remuneration conditions, and fair opportunities for promotion and development, to achieve equal pay for equal work. ✦ Through digital transformation courses, including those on AI, we help employees adapt to new trends, achieving information equity.
Maintenance of physical and mental health and work-life balance	All employees	✦ Support for healthy activities: We encourage employees to participate in various healthy activities by providing a venue or sponsorship funds. ✦ Team exchange activities: The Company provides funds every year to encourage department heads and employees to promote the relationship and collaboration therebetween through dinners and other exchange activities. ✦ Employee welfare activities: In order to ensure physical and mental relaxation of employees and gather their cohesion, we regularly hold year-end party and company activities to boost the team spirit and corporate culture. We also encourage and remind employees to plan and utilize their leave through the attendance system. ✦ Employee assistance program: Beyond providing group insurance that exceeds legal requirements, Gamania expands its social and life support for employees, with a scope of care that goes beyond government programs.
Freedom of association and right to collective bargaining	All employees	✦ We respect the freedom of association and the right to collective bargaining entitled to employees in accordance with the law. ✦ Smooth communication channels with employees are maintained to establish harmonious labor-management relations. ✦ We regularly hold employee assemblies to communicate on working conditions.
Occupational health and safety	All employees Suppliers Contractors	✦ Regular health checkups are provided for employees, and contracted professional medical staff are hired to offer health services. In addition, education and training on safety and health and fire prevention are held periodically, and necessary preventive measures are taken to prevent occupational and climate-related disasters and reduce hazardous factors in the work environment. ✦ To ensure the occupational safety of partners and contractors that enter the Company to provide services, we duly notify the personnel of relevant hazards and supervise the details during the performance of duties.

Note: The scope of the human rights due diligence covers all operating sites of Gamania Group's headquarters.

HUMAN RIGHTS TRAINING AND AWARENESS CAMPAIGNS

Human rights training and awareness campaigns

In 2024, Gamania integrated human rights management into its mandatory ESG courses for the first time. This aims to enhance employees' awareness of human rights protection and effectively reduce the likelihood of human rights incidents. To consider employees' work environment and working hours, Gamania raises awareness of certain issues through digital channels and electronic display boards, in addition to online training. In 2024, the completion rate for training among all employees, including new hires, reached 100%.

Topics of training and awareness campaigns

- The Company's human rights policy and management measures
- Labor rights principles
- Unlawful infringement in the workplace
- Prevention of sexual harassment at work
- Diverse complaint channels

Social human rights impact

The "Cross-Generation Forum," organized by NOWnews, entered its sixth year. Beyond continuing its brand advocacy for "youth participation in politics," in 2024, it expanded its target audience from youth to new immigrant groups. The forum also deepened the impact of its civic proposal competition by tracking the implementation of proposals and matching them with public-sector resources. Through camps, forums, and partners' resources, the forum promotes education and international exchange, thus amplifying the discourse and giving the forum a more international perspective, while establishing it as a civic action platform in which students must participate. In 2024, there were a total of 34 proposals: three proposals were not approved, and 31 proposals are currently under review.The proposals included 10 on human rights and justice, 10 on administrative regulations, 7 on sustainable environment, 2 on technology education, and 2 on finance and economy.

Human rights due diligence management in the supply chain

Gamania not only promotes the internal management of human rights issues, but also hopes that the partners can jointly improve the effectiveness of human rights management. Through the supplier management procedures, the Company has incorporated human rights issues (including occupational safety and health) into the awareness campaigns for suppliers, selection of new suppliers, and annual evaluation of adopted suppliers as key topics. Please refer to "3.3.1 Sustainable procurement" for the performance details.

4.1.6 HEALTHY WORKPLACE

Employee assistance program (EAP)

Gamania's "Employee Assistance Program" was implemented on a trial basis at the beginning of 2021 and further officially implemented in April of the same year. By offering counseling, family, financial, legal, and management assistance at a fixed number of times each year, the program helps improve employees' balance in life and in mind, and address employees' physical and mental stress or problems at work; a stress-free anonymous consultation channel is available for employees, helping those who need assistance in a more effective manner. In these four years, the assistance program has served more than 1,000 employees, becoming an important stabilizing force within the Group. Starting in April 2024, maternity consultation services were added to provide comprehensive support to pregnant employees or those whose partners are pregnant, both during and after pregnancy. In 2024, 99 employees applied for the services, with a total of 571 counseling sessions. Employee satisfaction with the services reached 4.86 out of 5 points.

EAP consultation services

99
employees applied for the services

571
counseling sessions

Employee satisfaction with the services reached
4.86
out of 5 points

Health promotion activities

Gamania has created a rich and comprehensive healthy workplace with programs such as employee health checkups, maternity protection programs, sports and athletic activities, and a gym to cultivate good health habits among employees. In the future, we will further plan the emotional fat loss and health promotion program, focusing on the emotional aspect which was less addressed in the past during the fat loss and weight loss process of the high-risk groups, plus the professional one-on-one consultation with nutritionist and customized nutrition group program, in order to support the sustainable health of employees.

Item	2024 Activities
Employee Health Program	✦ Gamania offers annual employee health check-ups. In 2024, 864 employees completed health check-ups, with a 71.64% check-up rate. ✦ We also quarterly arrange for physicians to station on site to provide medical consultation, health guidance and follow-up for employees with abnormal health check findings or health problems. In 2024, 22 employees benefited from the services.
Care for high health risk groups	✦ InBody analysis of body composition is performed on a quarterly basis, and employees are given proper advice on nutrition and exercise health education. ✦ We invited Coach Hsiang-Chieh Kao from West Garden Hospital to conduct a seminar on "Calorie Deficit Calculation and Home Exercise," with 16 participants.
Maternity protection program	✦ The Company provides relevant health education to pregnant and postpartum employees, and set up nursing rooms on different floors of the office building. We also plan to provide free parking spaces, B1 temporary parking spaces, and assistance in parking/pick-up for pregnant women. ✦ We invited a physical therapist to conduct a seminar on "Preventing Common Postpartum Musculoskeletal Issues," with ten participants and a satisfaction rating of 5 out of 5.

Item	2024 Activities
Prevention of musculoskeletal disorders	✦ Gamania Group employees primarily perform office-based sedentary work, which can lead to musculoskeletal pain and discomfort. To address this, the Group provides automatic height-adjustable desks for employees to use. Additionally, employees can apply for one of two types of posture-correcting chairs. Our nurses also visit employees' workspaces to help adjust desks and chairs for proper sitting and posture. In 2024, a total of 72 employees applied for these ergonomic aids ✦ We also invited a physical therapist to conduct a seminar on "Relieving Shoulder and Neck Discomfort: Workplace Shoulder and Neck Care," with 32 participants and a satisfaction rating of 4.6 out of 5. ✦ Based on the results of our Nordic Musculoskeletal (NMQ) questionnaire, we have observed a decreasing trend in the number of employees with suspected musculoskeletal hazards.
Care for intense activities	✦ For high-intensity activities such as dragon boat racing, marathon, and triathlon, registered nurses will help participants take monthly InBody measurements, provide diet, exercise, and related health care for individual health problems, and prevent sports injuries.

NMQ comparison	2023	2024
No hazard (no pain)	54%	55%
No hazard (NMQ 1-2 points)	34%	36%
Suspected hazard (NMQ 3-5 points)	12%	9%
Hazard	0%	0%
Confirmed disease	0%	0%

Item	2024 Activities
Gym	✦ A 24-hour gym at the headquarters offers a complimentary InBody analysis of the body's composition, with the guidance of professional fitness coaches and nurses during the use of the equipment. ✦ We have employed a dedicated fitness coach to guide the correct use of equipment and regularly assist employees with physical training, to help them maintain high fitness levels and reduce the risk of hypertension, high blood sugar, and high cholesterol. ✦ We have also offered courses on yoga, boxing aerobics, Zumba and other sports, with more than three classes a day for employees to choose from. In 2024, about 6,808 employees took the sports courses. ✦ We successively added unplugged cardio equipment such as elliptical machines and rowing machines for both health and energy saving.
Stress relief & relaxation	✦ Gamania collaborates with the Taipei City Foreign and Disabled Labor Office to arrange massage services every Wednesday afternoon. Employees can enjoy a 15 minute stress relief massage through appointment. The massage service was provided to 418 people in 2024. ✦ The Company also organizes fascia relaxation courses for neck and shoulder, which teach employees the connection between emotion and health as well as ways to examine emotion and relieve stress.
Sports competition	✦ Gamania has long been competing in dragon boat races to promote teamwork and the spirit of coordination, and at the same time exercise body and spirit as well as promote physical and mental health. The well-trained team achieved the fifth place in the 2025 Taipei International Dragon Boat Championships. Gamania Perspective— to know more about the Gamania Dragon Boat Team
Clubs	✦ Gamania has eight employee clubs: Dance Club, Gamania Skateboard Club, Yoga Club, Gamania Book & Travel Club, G RUN (running club), Dondon Little Hands Club, Volleyball Club, and Gamania Board Game Club. In 2024, a total of 180 participants engaged in these clubs.
LED color temperature lighting management	✦ In line with the Group's full replacement of LED lighting, Gamania introduced healthy lighting in 2023 at its headquarters building in Neihu. The combination of ergonomic lighting provides an office environment that meets physical and mental needs, and adjusts the circadian rhythm system of employees, having a positive effect on health.

Occupational safety and health

Gamania Group attaches great importance to the occupational health and safety of its employees, and has set the target of zero occupational safety accidents. Gamania is classified as a low-risk business (Class III) under the "Occupational Safety and Health Management Regulations." With most of the operations being office-based, no management unit is required to be established. Nevertheless, Gamania pays particular attention to environmental monitoring of the office for the management of noise, carbon dioxide, lighting, temperature, humidity, etc., and more importantly, the prevention of air pollution. Therefore, regular environmental monitoring is carried out every year, with the headquarters' smart building system integrated to review the relevant values of the headquarters building, so that the quality of employees' work environment can be ensured.

To enhance and protect the work safety of employees, Gamania has framed an "occupational safety and health policy," which was signed by the CEO of the Group and made public, for the employees and the contractors performing duties on the Company's premises. We ensure that our office environment operates in compliance with domestic "Occupational Safety and Health Act". We regularly implement the four major worker health protection programs: Ergonomic Hazard Prevention Program, Prevention of Diseases Caused by Abnormal Workload Program, Prevention of Unlawful Infringement During Work Performance Program, and Maternal Health Protection Program. Through these, we systematically conduct workplace potential hazard and risk assessments to identify factors that could cause physical or psychological harm to employees. Each program includes hazard identification, risk level assessment, on-site inspections, formulation of protective measures, and a tracking and improvement process. We enhance overall workplace risk perception and prevention capabilities through education and training, checklists, and reporting systems, to ensure employees' health and safety along with operational stability. After systematically assessing potential workplace health risks, we prioritize them based on their severity and the affected individuals and then develop action plans for improvement.

To ensure the effective control of damage, the smooth transmission of information and the normal operation of the Company in the event of major disasters and emergencies that endanger or disrupt Gamania's information systems, personnel, and normal operations, we have established the "group safety management policy" and relevant bylaws, such as the "Office Safety Management Regulations" to manage "physical security," "access control security," "public safety," "equipment security" and "operational safety." Additionally, an "Emergency Standard Operating Procedure" outlines a standardized emergency reporting process for crisis events, as a established comprehensive integrated action plan to respond to sudden situations such as fires, floods, and other natural disasters or emergencies. Response strategies, procedures, and relevant emergency equipment and rescue measures are defined for different emergency scenarios. We regularly conduct emergency response drills to ensure that employees are familiar with emergency procedures and measures, while evaluating and improving drill outcomes. In 2024, the Company had no major occupational safety incidents or reported emergencies.

Simultaneously, for the aforementioned occupational safety and health policies, we conduct regular self-inspections and internal audits to verify and evaluate the Company's management systems and processes. Any identified deficiencies are responded to with corrective measures and follow-up management to enhance operational environment safety. Additionally, when collaborating with our centralized procurement suppliers, we place significant emphasis on occupational safety and health. At the time of signing contracts, all suppliers are required to sign a "Supplier CSR Commitment," to affirm their commitment to sustainability principles, such as occupational safety, labor rights, and environmental protection.

Stages and Sequence of Emergency Reporting

Condition	Level	Description	Reporting recipient & handling unit
General issues	Level 3 condition	The condition falls within the emergency scope that the on-site personnel can control.	Handled by on-site personnel/ unit head
Overall service disruption	Level 2 condition	The condition is beyond the control of the operating site; it requires collaboration of relevant departments for joint resolution.	Handled by relevant units (operations, IT, and logistics) coordinated by COO.
Overall operational disruption	Level 1 condition	The condition requires external assistance, or is beyond the scope of the senior executive's responsibilities.	Chief Executive Officer

2024 Occupational Safety Drills and Education and Training

Name	Number of sessions	Trainees	Total trainees	Total training hours
Gamania Group's headquarters self-defense firefighting team member fire safety training (first half of 2024)	1	Gamania Group's headquarters self-defense firefighting team members	24	4 hours
Gamania Group's headquarters self-defense firefighting team member - department head evacuation drill (second half of 2024)	1	Gamania Group's headquarters self-defense firefighting team members and department heads	27	3 hours

Statistics on occupational injuries

When an occupational injury occurs, Gamania follows the standard handling procedures according to the management regulations and local regulations, and immediately reports the matter to local competent authorities. Our statistics on occupational disasters are compiled based on the important indicators announced in the Occupational Safety and Health Act developed by the Ministry of Labor, Executive Yuan, and the Global Reporting Initiative (GRI Standards). In particular, the disabling injury frequency rate (FR), disabling injury severity rate (SR), absenteeism rate, etc. are the main data indicators.

Number of deaths due to occupational injuries	0
Number of disabling injuries	0
Death rate due to occupational injuries	0%
Number of days of disabling injuries	0
Number of serious occupational injuries	0
Disabling injury frequency rate (FR)*	0
Serious occupational injury rate (excluding death)*	0%
Disabling injury severity rate (SR)*	0

Notes:
1. Death rate due to occupational injuries = number of deaths due to occupational injuries / total working hours x 1,000,000.
2. Serious occupational injury (with more than 180 lost days; excluding death) rate = serious occupational injuries / total working hours x 1,000,000.
3. Disabling injury frequency rate (FR) = number of disabling injuries / total working hours × 1,000,000.
4. Disabling injury severity rate (SR) = number of days of disabling injuries / total working hours × 1,000,000.
5. The data above covers the businesses that have been reported to the Ministry of Labor, and does not include vehicular accidents during commutes.

	2022	2023	2024
Absenteeism rate (%)	0.96	0.70	0.75
Coverage rate (%)	100	100	100

Notes:
1. Absenteeism rate = Absenteeism hours / Total working hours.
2. Absenteeism hours include sick leave, occupational injury leave, menstrual leave, and hospitalization leave.

EXPLORE THE
UNLIMITED POSSIBILITIES OF LIFE

4.2.1 Public welfare goals and strategy

4.2.2 Gamania Cheer Up Foundation

4.2.3 Common good in the community

4.2.4 Support for domestic cultural industries

4.2

SOCIAL INCLUSION

4.2.1 PUBLIC WELFARE GOALS AND STRATEGY

Gamania Group's public welfare goals and strategy are rooted in the adventurous and challenging spirit of its Chairman and Foundation Founder. This also aligns with the Group's core brand philosophy, "Dare to Challenge". Since 2008, Gamania has built a public welfare platform, the Gamania Cheer Up Foundation, with the goal of encouraging young people to bravely embrace adventure. Through the foundation, Gamania connects like-minded partners across Taiwan to create and promote unique "Gamania values".

As times have changed, the foundation has moved with the times, not only encouraging young people to dream hard, but also launching an initiative called "GoNext" in 2022 to support young people in boldly looking to the future. This is also an encouragement to ourselves, reminding us to keep "going next," reinforce the adventure education, and expand the social influence of adventure culture through the initiative. From the perspective of risk management, we have developed the "Big Dream Project" that set a benchmark in Taiwan proving adventures bring infinite possibilities, and organized the "Gamania Adventure School" to enhance the adventure education for the young. Accordingly, we meet the goals of quality education (SDG 4) and promoting a peaceful, diverse society (SDG 16) on the path of sustainable development, empowering young people to take up challenges and forge their own paths, and advocating the general public's social inclusion and support for the new generation who are not afraid of challenges and bravely put their innovative ideas into action.

SDG 4

quality education

SDG 16

promoting a peaceful, diverse society

4.2.2 GAMANIA CHEER UP FOUNDATION

Foundation Introduction

Gamania Group is an organic entity, fueled by the dreams and aspirations of its founder, Gamania employees, all players, and the wider public. In 2008, the Gamania Cheer Up Foundation was officially launched with the aim of concentrating resources and systematically giving back to society, thus fulfilling corporate social responsibility and supporting youth's dreams. Since its establishment, it has accompanied over 10,000 young people in fighting for their dreams and embarking on their dream-seeking journeys.

2008 North Pole Challenge

2011 Dream Project Courage

2012 Dream Bicycle

2014 Dream Project Flight

2015 Dream Project Canoe

2016 Dream Project Climbing

2018 Dream Project Iceland / Marching towards the South Pole

2021 Marching towards Spanish Primera Liga / Marching towards 14 Peaks

2022~2024 Marching towards Spanish Primera Liga / Marching towards 14 Peaks / Marching towards the Basketball Dream / Gamania Adventure School / Gamania Coast to Peak Ultramarathon

Based on the core concept of "science of adventure," the foundation supported young people's long journeys for their dreams through the "Big Dream Project" and stimulated the youth to challenge themselves through the "Gamania Adventure School" in recent years. The "Coast to Peak Ultra Marathon" was therefore held with an aim to build a challenging ultra marathon system of the highest specification in Taiwan that attracted top international runners to the country and facilitated industrial and professional upgrades. We also organized online and offline events to support employees in realizing their grand tour leave dreams by providing professional guidance for their grand journeys. In 2024, we facilitated this through two offline "Adventure Get-togethers" and one press conference. We have physically met more than 400 members of the public, schoolchildren, media, and industry KOLs to spread the spirit of "GoNext," and shared inspirational stories of adventure through videos and reports. Also, we have continued to communicate with more than 8,000 community participants and over 1,000 employees of the Gamania Group. Furthermore, multi-media communication and publishing programs have been carried out to inspire and encourage the public to be bold and innovate and "go on their next steps."

Foundation's Projects

Big Dream Project

We have supported many young people who have the courage to challenge their own limits through the "Big Dream Project," as the driving force for young people to take risks, open up various imaginations of adventure, provide adventure support and opportunities, and enable young people to have the ability to challenge themselves, break through comfort zones, face unknown challenges, and apply the value of adventure spirit to life. Through their stories, we also look forward to encouraging more people to bravely write their own adventure chapter. Over the years, we have crossed land, sea and air, completed many amazing projects, and realized our dreams without any limits.

Big Dream Project: Yuan, Yung-Cheng, Marching towards Spanish Primera Liga

Since 2021, Gamania Cheer Up Foundation has joined hands with Yuan, Yung-Cheng to run the plan of Marching towards Spanish Primera Liga. Yuan began practicing football in the first grade of elementary school and aspired to become a professional football player at the age of 9. After graduating from his elementary school, he started to receive training abroad. In 2021, he became the first Taiwanese footballer to win a professional contract in Europe at the age of 19. Later, he made his professional league debut in Spain in early 2022. In September 2024, he transferred from Fuenlabrada to Inter Sevilla and played one season in Spain's fifth-tier league. He is currently working toward his goal of reaching the fourth-tier Segunda División B.

Big Dream Project: Lu, Chung-Han, Marching towards 14 Peaks

The Taiwanese mountaineer Lu, Chung-Han (Ah Guo) first climbed in 2013 the 8,000-meter peak of Gasherbrum II (8035 meters), the 13th highest peak in the world, becoming the first Taiwanese climbing the summit of the Karakoram Mountains. Since then, he has continued to set new records in Taiwan's mountaineering history. The Big Dream Project supported Ah Guo in climbing the third highest peak in the world, which is also around 8,000 meter tall, and completing the projects of climbing the remaining five 8,000-meter mountains. In 2024, a team climbing expedition faced an incident where a team member fell. The foundation, prioritizing support and respect, provided Ah Guo with ample space and time for psychological recovery.

Gamania Adventure School

Since its establishment in 2008, Gamania Cheer Up Foundation has encouraged young people to challenge themselves through various adventure projects, so as to keep in line with the spirits of "hands-on learning" and "cross-sector integration" advocated in the Curriculum Guidelines of 12 Year Basic Education in Taiwan and arouse the generation's spirit of adventure. So far, we have supported more than 700 students from 45 locations, with a total adventure distance of 28,578 kilometers. In 2024, the Gamania Adventure School focused on the theme of "Mountain, Sea, Rivers to the Summit" and organized online and offline adventure experiences. It also held a five-day, four-night offline camp, including team building, hiking, cycling, and mountain climbing to foster the spirit of adventure. The foundation invited prominent figures like Hu, Long-Mao (Kaohsiung Aquas's power forward), Lu, Chung-Han (Fourteen Peaks climber), Tseng, Wu-Ping (OBT mountaineer), and Stella (mindfulness meditation instructor) to provide a comprehensive learning experience for participants, covering adventure practice, experiential exploration, and mental focus.

Gamania Coast to Peak Ultramarathon_ Invitational

The 177-kilometer-long "Mountains to Sea National Greenway" full of adventures covers four major trails: Inner Sea Trail, Canal Trail, Tribal Trail, and Sacred Mountain Trail. Stretching from the Kaitai Inland Sea to Jade Mountain, this greenway features cultural diversity and ecological complexities. Gamania Cheer Up Foundation is committed to creating the international racetrack and international ultramarathon event of the highest specification for the world's top athletes to gather in Taiwan to compete while exploring the beauty of Taiwan. In 2024, the event successfully obtained the International Aims/WA certification for 100-mile track and the Bronze IAU Label, securing its international race status. It also invited 25 domestic outstanding runners to participate in an official invitational race and established an race risk management plan. The success of the event lies in not only the runners' achievement of self-challenging, but also the joint support of the professional teams of logistics, supply, and medical care, etc. Based on more comprehensive risk management and event execution, we continue to organize the benchmark ultramarathon event of the highest standard, advocating the spirit of GoNext in Taiwan.

Big Dream Project: Hualien Gamania Apes, Marching towards the Basketball Dream

Gamania Cheer Up Foundation has collaborated with the professional basketball training organization, EMPOWER, to form the "Hualien Gamania Apes," the first community club basketball team in Hualien that includes U12 and U14 groups to promote sports education for children. In June 2023, the Hualien Gamania Apes formed an official team and made their debut in a game; the CEO of the Gamania Cheer Up Foundation personally donated the jerseys to them. In December of the same year, the team returned to their hometown, Hualien, to hold the "Hualien Gamania Cup," with teams of the same age group invited to compete and showcase their training results.

In 2024, the program continued with players traveling to Taipei for a training camp, visiting EMPOWER's northern Taiwan team and High School Basketball League's (HBL's) School Team Division A. In July, the players participated in a corporate visit to experience Gamania's corporate culture and adventurous spirit firsthand, thus deepening their understanding of the foundation's values and internalizing the concept of challenging oneself into action. Through this club model, the foundation promotes widespread sports participation in the region, bridges resource inequalities caused by the urban-rural divide, and creates more sports opportunities for youth in Hualien.

CHEER UP FOUNDATION

GoNext

4.2.3 COMMON GOOD IN THE COMMUNITY

Blood donation

Since the relocation to the Neihu headquarters building in 2016, Gamania has joined the "Neihu Technology Park 1,000-person Blood Donation Campaign" organized by Taipei Neihu Technology Park Development Association, working with local communities and companies for common good and demonstrating Gamania employees' passion for helping others. Since 2018, Gamania has voluntarily arranged blood donation events. On the Gamania Festival (November 11), we called on Gamania employees to donate blood together with the surrounding neighborhoods in combination of the Company's internal celebration activities to contribute to the medical capacity in Taipei City. At least 3 blood donation events are held every year. In 2024, 256 employees participated in blood donation; a total of 365 bags of blood were donated to the Taipei Blood Center.

Gamania Christmas Market

The Gamania Christmas Market has been held since 2017 to invite nearby companies as well as internal and external partners to promote their products. We have also arranged special activities in the "Gama Island" to create a festive atmosphere for Gamania employees and the community to celebrate and have fun together. This event has also become a regular annual event at Gamania.

In 2024, 16 vendors were invited to the market (including nine new businesses), along with challenge competitions, talent shows, hands-on experience activities hosted with local stores in Neihu, stage performance delivered by Gama Garden, etc. As the Group emphasizes the spread of ESG values, we plan to invite relevant good partners in Neihu Technology Park and more public welfare units to join us in the future, such as providing meals made with smallholders' friendly ingredients, and arranging charitable sales with charitable units for the disadvantaged. We will permanently extend the concept of ESG, and convey the "Gamania values" from all ESG aspects.

Sponsorship and support for "Jump for Heart" for elementary school students in the Ganghu District

In 2024, Gamania Group sponsored the "Jump 4 Heart" charity jump rope event for elementary school students in Taipei's Neihu and Nangang districts. This initiative, organized by Brilliant ESG and the Taipei City Department of Education, encourages children to engage in physical activity to promote growth, improve cardiovascular endurance, and foster healthy habits. All proceeds from the students' jump rope efforts were converted into donations for the Taiwan Foundation for Rare Diseases, aligning with the UN SDGs of "Good Health and Well-being" (SDG 3) and "Quality Education" (SDG 4).

Social welfare

Gamania's total social welfare expenditure in 2024 reached NT$39.24 million, mainly through sponsorship or donations; the resources were devoted to social issues that were important to Gamania, including medical care, animal friendliness, culture and creativity, and education-related organizations.

Unit: NTD thousand

Category	Item	Funding
Medical services	Cash contributions	1,000
Animal friendliness	Cash contributions	3,766
Culture and creativity	Cash contributions	8,423
Educational philosophy	Cash contributions	26,060
	Item donation	Gamania facilitates the collection and donation of suitable items from within the Group and distributes them to disadvantaged groups and organizations in remote areas.

Note: The category of culture and creativity includes historical culture and sports events.

4.2.4 SUPPORT FOR DOMESTIC CULTURAL INDUSTRIES

As a TPEx-listed company in the cultural and creative industry, Gamania not only promotes its own businesses, but also actively participates in related cultural and creative activities to facilitate the development of cultural industries in Taiwan and fulfill the corporate social responsibilities.

Supporting original works by domestic creators: Stimulation for the IP industry

Gamania actively promotes domestic cultural and creative investment. We invite domestic original comic creators and novelists to display their works on our original content platforms, MOJOIN (formerly known as beanfun!, Comics Star, and Literature Star), support Taiwan's original arts with royalties and copyright fees, and organize a series of promotional activities on an irregular basis. In 2024, NT$20 million, an increase of nearly 40% from 2023, was invested to bring Taiwan's original IPs to the international stage with Taiwan's leading creators.

Also, Gamania Group, operating under its "Cultural and Creative Leader" brand, collaborates with over a hundred Taiwanese illustrators and writers to foster the development of original IP content. In 2024, "Cultural and Creative Leade" invited 16 illustration and text IP creators to participate in the 2024 Creative Expo Taiwan. For the first time, it expanded into department stores and set up limited-time pop-up shops at Eslite Spectrum Nanxi and Shin Kong Mitsukoshi Tainan Ximen Store. These events showcased over 30 popular characters, including "Ugly Rabbit," "Shrimp Dog," "ChiiZ Bear," "Hello Rabbits," and the debut of "Kawaii Potato Chips" in Taiwan. Their original charm was showcased through exclusive merchandise and interactive installations. Gamania Group is also actively expanding its IP content landscape through its comic and novel brand, MOJOIN. In partnership with Kadokawa Taiwan, MOJOIN hosted a "Comic Creation Festival". This initiative offers creators prize money, publishing opportunities, and serialization prospects, aiming to build a diverse ecosystem for original content development.

DOMESTIC CULTURAL INDUSTRIES

Supporting Sports Competitions

In 2024, Gamania Group's sponsorship of sports activities totaled NT$2 million. For the fourth consecutive year, Gamania was the title sponsor of the CPBL Gamania Gold Glove Award. This active support for the annual event reflects Gamania's commitment to continuously pushing forward through challenges and aspiring to "reach new peaks" every year, aligning with the spirit of the CPBL. We were present at this year's awards ceremony as the title sponsor of the "2024 CPBL Gamania Gold Glove Award," hoping that more Taiwanese athletes and outstanding players will become the brightest stars of the future. Gamania also provided funding for the 2024 National Elementary School Basketball Championship to encourage young people to participate in sports and foster positive physical and mental energy.

Empowering entertainment with AI development

Gamania Group collaborated with the Taipei Music Center for its inaugural "Team Music Project!" secret music gathering at Legacy Taipei. The event featured popular boy band, FEniX, emerging hip-hop artist, Lin, Chieh-Hsin, and talented music groups from the program: alternative rock band, Who Cares, whose first Zepp show sold out instantly; popular music festival punk band, Thick Big Band; and post-2000s newcomer AhhG, a strong contender for a Golden Melody Award, all taking turns on stage. The event also featured the "AI DJ Heart" music recommendation interactive experience, powered by Vyin AI, and collaborated with popular illustrators to launch an "AI Style Photo Booth," allowing music fans to create unique memories.

By the end of 2024, Gamania leveraged its self-developed Vyin Brain system, which simulates human brain decision-making, along with AI voiceprint and AI style creation technologies. This led to the creation of innovative entertainment devices like "AI Idol Voice Mimic Call," "AI DJ Heart," and the "AI Style Photo Booth". Furthermore, during the Taipei New Year's Eve party, we showcased real-time interactive virtual host technology, to demonstrate a high degree of integration between technology and entertainment.